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10 July 1964

MEMORANDUM FOR: Executive Assistant to the Director of Personnel

SUBJECT: Comments on Inspector General Report, Part 6.

1. I submit comments on the IG report as follows:

Part 6

Par. 1-3

The role of the Clandestine Services Personnel Division is described in summary form. Our responsibility to provide staff support and advice on organizational and manpower matters, now a matter of major import, is largely overlooked.

Par. 4. - Recommendation No. 6.

In paragraph 4 of the IG report he states in part, "There have been some recent cases in which non-staff personnel have had to be returned from overseas because of misconduct, emotional instability or other reason which might have been anticipated if there had been such review (by the Overseas Candidate Review Panel, OCRP). We believe the Agent Panel should operate under terms of reference as similar as possible to those of the OCRP."

"It is recommended that:

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The Deputy Director for Plans instruct the Agent Panel of the Clandestine Services, with such support as necessary from the Office of Personnel and other components, to review the suitability of all staff agents, career agents, contract agents, consultants and contract employees of the Clandestine Services prior to overseas assignment and reassignment. This review should include consideration of security, medical and performance records and other factors bearing on suitability for such assignments. The review should be as similar as possible to the procedure followed for staff employees by the Overseas Candidate Review Panel as defined in

HR [REDACTED]

DOC	10	REV DATE	20/04/82	BY	103877
ORIG COMP		OPI	32	TYPE	01
ORIG CLASS	5	PAGES	10	REV CLASS	C
JUST	22	NEXT REV	20/12	AUTH:	HR 70-2

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Comments:

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a. Proposed assignments overseas of staff agents are now reviewed by the OCRP. In addition, initial assignments of staff agents to [REDACTED] the JMWAVE Station, are reviewed. There seems to be little or no need for such review of reassignments of staff agents [REDACTED]

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b. The Agent Panel is concerned with staff and career agents only, not with other types of contract personnel.

c. The comment of the Inspector General that Agent Panel review is focused on operational competence reflects a narrower concept of Panel activity than the Panel itself envisions. When considering operational competence, it does give attention to what is presented to it by the Division with reference to security and emotional factors. The Panel, however, welcomes the Inspector General's suggestion that it should obtain additional security and medical information about its cases which are not reviewed by the OCRP. Steps have been and will be taken to obtain such information.

d. The Agent Panel, recognizing that career agents (unlike other categories of contract personnel) are considered to be long-term assets of the Agency whose selection is of critical interest, agrees that review of their suitability should include consideration of performance, security, and medical records. Performance records are provided by the component. By agreement between the Director of Security and the Agent Panel, approved by its Chairman 8 May 1964, the Office of Security provides to the Agent Panel the opportunity to review any restrictions on the security clearance of career agents when they are hired or reassigned. We believe, therefore, that procedures exist to provide adequate performance and security information.

e. Many career agents are hired in the field almost always after they have performed similar duties satisfactorily for three or more years in some other contract relationship to the Agency. Frequently it is not practicable to obtain a reliable medical opinion. The Agent Panel generally requires a Psychological Assessment of a contract person who is proposed for hire as a career agent provided that the individual is geographically available and provided he has not satisfactorily performed similar duties for three years or longer.

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f. The Secretary of the Panel has informally discussed with [REDACTED] the part the Medical Office should play in true hires and reassignments of career agents and will present recommendations to the Agent Panel.

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Par. 5. - Recommendation No. 7.

a. Agree fully that the Director of Personnel continue to assign energetic officers to this Division. Substantial gains made in this regard during the past two years should be continued.

b. I will discuss the substance of this recommendation with you separately from this report.

Par. 6-7. - Recommendation No. 8.

The DDS give priority to developing a cadre of trained and qualified Administrative Assistants for small and medium-sized field stations.

Comment:

The attachment hereto describes the problem involved in following this recommendation and the steps proposed for arriving at an adequate solution. In general, the question has been raised by CS Officials as to whether the Agency has not over-decentralized administrative support and related responsibilities to field stations, a situation which may not be economically sound during a period of manpower shortages.

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Chief, Clandestine Services
Personnel Division

Attachment

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